



**THE NEW YORK CITY DEPARTMENT OF EDUCATION
DIVISION OF HUMAN RESOURCES
65 COURT STREET
BROOKLYN, NY 11201**

Posted Date: July 22, 2010

Deadline: August 9, 2010

Teacher Vacancy Circular No. 2 (2010-11 School Year)

(The assignment is for three years subject to funding availability)

POSITIONS: MASTER TEACHER and TURNAROUND TEACHER - VARIOUS SCHOOLS

Position Summary: The position of Master Teacher is a new position created to work in 11 specifically designated Transformation Schools starting in September of the 2010-11 school year. Master Teachers receive additional annual compensation of 30% over and above current salary for a period of up to three years, contingent upon the selected candidate: a) fulfilling a three year service commitment in the school; and b) maintaining a rating of “highly effective” for each of the three years starting in the 2010-11 school year. The candidate will be required to sign a commitment letter agreed upon by the NYC Department of Education and the United Federation of Teachers.

Turnaround Teachers receive additional annual compensation of 15% over and above current salary for a period of up to three years, also contingent upon the selected candidate: a) fulfilling a three year service commitment in the school; and b) maintaining a rating of “highly effective” for each of the three years starting in the 2010-11 school year. The candidate will be required to sign a commitment letter agreed upon by the NYC Department of Education and the United Federation of Teachers.

All applications will be reviewed by a central committee consisting of representatives of the United Federation of Teachers and the NYC Department of Education to determine eligibility with final selections to be made by the individual school principal.



REPORTS TO:
School Principal

RESPONSIBILITIES:

Master Teacher

- a) A Master Teacher has demonstrated evidence of student growth and highly effective performance. The Master Teacher is joining or remaining in specifically designated persistently lowest achieving schools to serve as a highly effective teacher and an active developer, mentor and coach of other teachers.
- b) As noted above a Master Teacher will receive an additional annual 30% increase over and above current salary (including all appropriate salary step, differential, and longevity payments) for the three year duration of the program, provided the teacher maintains a “highly effective” year end rating
- c) A Master Teacher will teach up to four periods out of a standard five teaching period day
- d) A Master Teacher will work an additional 100 hours per year AND a minimum of two periods per day dedicated to Master Teacher responsibilities to be determined by the principal of the school in consultation with the Master Teacher limited to the list below:
 - Lead staff development
 - Develop curriculum
 - Share best practices
 - Analyze student and school data to improve instruction (e.g. Inquiry)
 - Modeling lessons
 - Align national core standards and curriculum
 - Serve as mentor to new teachers
 - Facilitate lesson study
 - Training and conducting peer observations subject to additional agreement between the NYC Department of Education and the United Federation of Teachers

Turnaround Teacher

- a) A Turnaround Teacher has demonstrated evidence of student growth and highly effective performance. The Turnaround Teacher is joining or remaining in specifically designated persistently lowest achieving schools to serve as a highly effective and model teacher.
- b) As noted above a Turnaround Teacher will receive 15% annual additional compensation over and above current salary (including all appropriate salary step, differential, and longevity increases) for the three year duration of the program provided the teacher maintains a “highly effective” year end rating
- c) A Turnaround Teacher will carry a full teaching load
- d) A Turnaround Teacher’s classroom will serve as a laboratory classroom for at least period a day
- e) A Turnaround Teacher will work an additional 30 hours per year for the purpose of learning the skills of facilitating lesson study and then to conduct lesson study with Turnaround teachers and other teachers in the school.

QUALIFICATIONS:

Minimum Requirements:

Licensed, appointed NYC Department of Education teacher in English, Mathematics, Social Studies, Science, English as a Second Language, Special Education or Technology; or external candidate possessing New York State certification as a teacher in the above subject areas, or eligibility to obtain New York State Certification as a teacher in the above subject areas as of September 1, 2010.

Preferred:

- 1. At least one or more years of teaching experience
- 2. Excellent verbal, listening, problem-solving, and coaching skills
- 3. Attention to detail and follow-through
- 4. Strong organizational, analytical, and communication skills
- 5. No adverse annual performance evaluations over the past three years
- 6. Evidence of student growth
- 7. Excellent attendance
- 8. Evidence of exemplary teaching practice



SALARY/HOURS/WORK YEAR:

As per agreement with the United Federation of Teachers and as set forth above.

APPLICATION/DEADLINE:

Applications can be found at <http://schools.nyc.gov/offices/dhr/masterteacher> and will be accepted through Monday, August 9, 2010 at 5:00 p.m.

APPROVED: **Gary Barton**

Gary Barton, First Executive Director

Division of Human Resources

AN EQUAL OPPORTUNITY EMPLOYER

It is the policy of the Department of Education of the City of New York to provide educational and employment opportunities without regard to race, color, religion, creed, national origin, alienage and citizenship status, age, marital status, disability, prior record of arrest or conviction (except as provided by law), sexual orientation, gender (sex), and to maintain an environment free of discriminatory harassment, including sexual harassment, or retaliation as required by civil rights law. Inquiries regarding compliance with this equal opportunity policy may be directed to:

Office of Equal Opportunity, 65 Court Street, Room 923, Brooklyn, New York 11201, or visit the OEO website at

<http://schools.nyc.gov/Offices/GeneralCounsel/Investigative/OEO/default.htm>.